

Suggested Goal	Teaching Standard	Element	Activities	Evidence	Timeline	Corresponding Smart Goal
I will lead activities, in which I facilitate the professional development of proven strategies & best practices to improve education.	Standard I : Teachers demonstrate leadership	Teachers promote professional growth for all educators and collaborate with their colleagues to improve their profession.	Sharing skills learned at Destination Innovation during PLCs and Staff Meetings.  Attending Professional Development Opportunities and sharing newly gained knowledge with staff	PLC & Staff Meeting Agendas  PD Lesson Plans prepared for presentation	Not to exceed one school year	n/a
I will research, implement and evaluate effective organization, student behavior and time management classroom strategies.	Standard II: Teachers establish a respectful environment for a diverse population of students	Teachers provides a positive environment that is inviting, respectful, supportive, flexible and inclusive.	Classroom Management Plans  Implementation of PBIS Matrix  Participation in peer-to-peer classroom observation & feedback/reflection sessions.	Observation notes recorded by administrative team.  Referral Data  PBIS Data	Not to exceed one school year	By June 2013 our school will have implements a full functional and operational School Safety Plan
I will become familiar with the Common Core and/or NC Essential Standards in my content area, and will recognize the inter-connectedness of all content areas.	Standard III: Teachers know the content they teach	Teachers know the links and vertical alignment of the subject they teach and the Common Core and/or NC Essential Standards.  Teachers understand how the content they teach relates to other disciplines in order to bring a richness and depth of understanding to their classrooms.	Participation in PD sessions.  Utilization of content-based coaches (central office staff).  Collaborative participation in PLCs and departmental meetings to create relevant and rigorous lesson plans.	Lesson Plans  PD, PLC and Staff Meeting Agendas & Attendance.  Formative Assessments	Not to exceed one school year	By September 2012, clearly articulated curricula/detailed packing guides will be provided and followed by all SNMS staff members.  By June 2013, our content-based PLC will be utilizing, to full capacity, the Central Office professional development support staff.  By June 2013, our school will meet or exceed the expectations for growth established by the state accountability framework... we will be designated a reward school.

I will research and apply a variety of strategies to integrate technology in classroom instruction and assessments.	Standard IV: Teachers facilitate learning for their students.	<p>Teachers know when and how to use technology to maximize student learning.</p> <p>Teachers employ a wide range of techniques including information &amp; communication technology.</p> <p>Teachers keep abreast of evolving research about student learning and adapt resources accordingly.</p> <p>Teachers use 21st century assessment systems to inform instruction and demonstrate evidence of 21st century knowledge and skills.</p>	<p>Lessons &amp; Activities that integrate the iPad and/or laptop carts.</p> <p>Utilizing web-based resources such as Edmodo.</p>	<p>Lesson Plans</p> <p>Student Products from web-based resources</p> <p>Interactive Flipchars.</p>	Not to exceed one school year	By June 2013, our staff will be equipped and knowledgeable to use a variety of technological tools and devices within the classroom.
I will be an active participant in my Professional Learning Community by collaborating with school and central office staff to analyze and use student data to implement effective interventions and instruction for a variety of learning styles.	<p>Standard IV: Teachers facilitate learning for their students.</p> <p>Standard V: Teachers reflect on their practice</p>	<p>Teachers use multiple indicators to evaluate student progress.</p> <p>Teachers think critically about student learning in their classrooms.</p> <p>Teachers collect and analyze student performance data to improve classroom effectiveness, and adapt their practice accordingly.</p>	<p>Create, reflect and edit highly effective lesson plans.</p> <p>Work collaboratively with peers in PLC to make learning meaningful for all students.</p> <p>Make data-driven decisions to guide lessons, activities, assessments and student learning.</p>	<p>PLC Agendas and Attendance.</p> <p>Lesson Plans.</p> <p>Student Data.</p> <p>Formative Assessments.</p>	Not to exceed one school year	<p>By June 2013, our content-based PLCs will be utilizing, to full capacity, the central office professional development support staff.</p> <p>By June 2013, our school will meet or exceed the expectations for growth established by the state accountability framework... We will be designated a reward school.</p>